

PEER TEAM REPORT

ON

INSTITUTIONAL RE-ACCREDITATION

of

**G. S. Science, Arts & Commerce College
Khamgaon, Dist. Buldana – 444 303
Maharashtra**

(Visit Dates: 27-29 September, 2012)

National Assessment and Accreditation Council

Bangalore-560 072, India

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29/07/2012

PEER TEAM REPORT ON
Institutional Re-Accreditation of
G.S. Science, Arts & Commerce College,
Khamgaon, Dist. Buldana - 444303 Maharashtra

Criterion I: GENERAL	Information
1.1 Name & Address of the Institution	G.S. Science, Arts & Commerce College, Khamgaon, Dist. Buldana - 444303 Maharashtra
1.2 Year of Establishment	01 st June, 1947
1.3 Current Academic Activities at the Institution (Numbers)	
• Faculties/ Schools	Faculties - 03
• Departments/ Centres	Departments - 20
• Programmes/ Courses offered	UG- 04 ; PG- 08; Ph.D.-05, Others-09
• Permanent Faculty Members	51 (out of 63 sanctioned) 18 Ph.D., 17 M.Phil Guest/ Visiting faculty -65
• Permanent Support Staff	Non-teaching - 47 (out of 52 sanctioned); Technical - 0
• Students	UG - 1574 ; PG - 396, Ph.D.- 04, Diploma/Certificate-51
1.4 Three major features in the institutional context (As perceived by the Peer Team)	<ul style="list-style-type: none"> • Oldest Institution of higher learning in Vidarbha region, Maharashtra. • Providing higher education to the underprivileged from a educationally backward area in the State • Providing value based, need-based courses in tune with the changing global scenario and market demand • Co-educational, Grant-in-aid and self-financed college in the state
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure)	27 th to 29 th September,2012
1.6 Composition of the Peer Team which undertook the on- site visit	
Chairperson	Prof. P. Prakash Vice-Chancellor, Dr. B. R. Ambedkar Open University, Hyderabad- 500033 Andhra Pradesh
Member Co-ordinator	Prof. M. C. Sharma Professor, Department of Accountancy & Business Statistics, Faculty of Commerce, University of Rajasthan, Jaipur-302004, Rajasthan
Member	Dr. Fr. A. Albert Muthumalai Principal, St. Joseph's College (Autonomous), Trichy-620002
Co-ordinator-NAAC	Dr. B. S. Madhukar Deputy Adviser National Assessment and Accreditation Council (NAAC), P.O. Box No. 1075, Nagarbhavi, Bangalore - 560 072

Section II: CRITERION WISE ANALYSIS	
2.1 CURRICULAR ASPECTS:	
2.1.1 Curricular Design & Development	<ul style="list-style-type: none"> • Curriculum is designed by the SGB Amravati University, Amravati, Maharashtra • Faculty plays suggestive role in curriculum development process • College offers certain value added courses • Curriculum also embeds a limited ICT component
2.1.2 Academic Flexibility	<ul style="list-style-type: none"> • College offers 04 UG, 08 PG, 04 Ph.D., 01 PG Diploma and 08 Carrier Oriented programmes • In PG programmes semester system is followed • Limited scope for academic flexibility, being a affiliated college
2.1.3 Feedback on Curriculum	<ul style="list-style-type: none"> • College has adopted a system of obtaining Feedback from some of the stakeholders. • A mechanism is in place to analyse feedback
2.1.4 Curriculum Update	<ul style="list-style-type: none"> • Syllabi of UG/PG revised once in three years by the affiliating University • Curriculum is updated as per the University norms.
2.1.5 Best Practices in Curricular Aspects (If any)	<ul style="list-style-type: none"> • Initiation of few self-financing career oriented course and Ph. D. program in Science and Commerce. • Remedial coaching classes with UGC assistance • Due flexibility is provided to UG students in selection in elective/optional subjects • Some curriculum quality sustenance and enhancement measures initiated by the college, as some of the faculty members are involved in the curricula design and its development in the University
2.2 TEACHING-LEARNING & EVALUATION:	
2.2.1 Admission Process and Student Profile	<ul style="list-style-type: none"> • Widely publicized and admission is transparent • Admission on merit base • Govt. reservation policies are followed. • Due representation given to students from different strata, gender and local
2.2.2 Catering to the Diverse Needs	<ul style="list-style-type: none"> • Students' learning level assessed after admission and appropriate remedial courses and tutorials in a few subjects are conducted • Slow and advanced learners are identified and assisted accordingly • The institution is catering to very large socio-economic strata of student population in Khamgaon and its neighborhood. • The student enrollment has a large strength of girls students perusing UG/PG programmes
2.2.3 Teaching-Learning Process	<ul style="list-style-type: none"> • Academic calendar is prepared at the beginning of the academic year. • Predominantly Lecture method is followed for teaching • ICT enable teaching learning is in progress. • Teaching-learning programmes and related methodologies planned well in

2.2.4 Teacher Quality	<ul style="list-style-type: none"> • 18 and 17 teachers possess Ph.D. and M. Phil. degrees respectively and 28 teachers have UGC-NET and SLET • Faculty recruitment process is accordingly to the laid down norms of Govt./UGC • Faculty deputed to various programmes to enhance teaching skills and for attending seminars some financial assistance is also provided by the college. • 02 teachers received state level awards and 10 teachers are recognized supervisor(s) for Ph.D. • National Award for Paleobotany.
2.2.5 Evaluation Process and Reforms	<ul style="list-style-type: none"> • Unit tests and regular counseling used to evaluate and monitor students progress • Evaluation methods is by both annual and semester patterns. • Mechanism of evaluation and action plan on feed back of students and stakeholders is partly effective.
2.2.6 Best Practices in Teaching-Learning and Evaluation (If any)	<ul style="list-style-type: none"> • College progressively adopting new teaching technology. • Computer department facilitates students and faculty for computer literacy. • Special attention/care is given to slow learners
2.3 RESEARCH, CONSULTANCY & EXTENSION:	
2.3.1 Promotion of Research	<ul style="list-style-type: none"> • The College encourages faculty members to participate in professional academic programmes for promotion of research. • Research Committee exists. • 04 departments viz. Chemistry, Zoology, Statistics and Botany are recognized by the University as research centers and 10 faculties as research guides
2.3.2 Research and Publications Output	<ul style="list-style-type: none"> • Emphasis on research guidance is initiated • 04 Major and 09 Minor research projects are going on • Output in terms of Ph.D students is in place • Research output in terms of research papers & books in science departments are good
2.3.3 Consultancy	<ul style="list-style-type: none"> • Standard Policy for the promotion of consultancies and involvement of faculty members have scope for improvement
2.3.4 Extension Activities	<ul style="list-style-type: none"> • Informal outreach and extension activities are in place involving active participation of students and teachers • Community development and social awareness programmes taken up mainly through NSS/NCC viz. Blood donation, Tree plantation, Gender awareness etc.
2.3.5 Collaborations	<ul style="list-style-type: none"> • Collaborations with state/service organization needs to be addressed and enhanced

2.4 INFRASTRUCTURE AND LEARNING RESOURCES:	
2.4.1 Physical Facilities for Learning	<ul style="list-style-type: none"> • Good campus area 97.68 acres. • Required physical infrastructure and ambience exist and growth is keeping pace with the academic growth • Language lab for improving communication skills • Sports and games facilities provided • Some of science laboratories are augmented well for practical's
2.4.2 Maintenance of Infrastructure	<ul style="list-style-type: none"> • Necessary budget provision made for maintenance of infrastructural facilities, but needs improvement • Technical staff for repairs and maintenance need to be in place for improvement
2.4.3 Library as a Learning Resources	<ul style="list-style-type: none"> • Library Advisory Committee monitors functioning of library • The library is partially automated • Internet broadband facility and INFLIBNET/DELNET facilities are available
2.4.4 ICT as Learning Resources	<ul style="list-style-type: none"> • A good number of computers with LAN system are available. • The college maintains and updates its web site • ICT enabled learning need to be given impetus
2.4.5 Other Facilities	<ul style="list-style-type: none"> • A small hostel for boys with 20 seats is available now, one girls, hostel is under progress • Recreation, indoor/outdoor games facilities exists. • Health care facilities are in place.
2.4.6 Best Practices in the development of Infrastructure and Learning resources (If any)	<ul style="list-style-type: none"> • 15 Laboratories for various courses, having good scope for developing scientific temperament amongst students • Language lab cum e-Learning centre for development of communication skill of the students is in place • A large playground with good facilities, having good scope for development of players of national level
2.5 STUDENT SUPPORT AND PROGRESSION:	
2.5.1 Student Progression	<ul style="list-style-type: none"> • Dropout rate in UG 13.92% and in PG 12.77% may be minimized. • Progression of students from UG to PG has enhanced but need to be improved • Industries linkages may be enhanced for good placement • The college based on students' demand has started 03 PG courses
2.5.2 Student Support	<ul style="list-style-type: none"> • Coaching for various competitive/UGC-NET/SLET examinations is in place but need to take a proactive role • Placement counseling practices exists • Activities of Women Empowerment and Entrepreneurship Cell, Grievance Redressal cell need to be enhanced • Language Lab for improving communication skills
2.5.3 Student Activities	<ul style="list-style-type: none"> • Different clubs are formed to encourage extra curriculum activities • Due representation given to students in various academic and administrative committees • Students are encouraged to participate in extra-curricular/sports activities

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2.5.4 Best Practices in Student Support and Progression (If any)	<ul style="list-style-type: none"> • Promotion of language skills and soft skills for the benefit of the students. • Financial aid provided to students may be scaled up further • Students' grievance redressal-practices is minimal • Student's Council is in place
2.6 GOVERNANCE AND LEADERSHIP:	
2.6.1 Institutional Vision and Leadership	<ul style="list-style-type: none"> • The vision and mission statements of the college are in tune with the objectives of National Higher Education Policy • Principal is the key person who provides leadership in academic and administrative work in the college and the management gives the guidelines. • Participation of local people in implementation and execution of the vision need to be improved
2.6.2 Organizational Arrangements	<ul style="list-style-type: none"> • A well defined organizational structure and frequent interaction with different committees exist • Grievance redressal cell exists, needs improvement in its functioning • Local College management committee exists
2.6.3 Strategy Development and Deployment	<ul style="list-style-type: none"> • Inter-departmental sharing of skills of teachers exist but need to be encouraged • Regular/frequently interaction of the management with staff required • Coordination mechanism is to be systematized.
2.6.4 Human Resource Management	<ul style="list-style-type: none"> • Faculties are deputed for orientation and refresher courses to update their knowledge • Practice of self evaluation and student evaluation of teachers exists, but need transparency
2.6.5 Financial Management and Resource Mobilization	<ul style="list-style-type: none"> • The college is dependent on State Govt. for grants, steps to generate more resources through introducing more self finance courses may be made • Internal & External audit of accounts exists • Finance division in the College is automated
2.6.6 Best Practices in Governance and Leadership (If any)	<ul style="list-style-type: none"> • The vacant sanctioned teaching/non-teaching positions should be filled up and management may take up the matter with the Government on priority • Ideal Teacher and Non-teaching Member Award are introduced to motivate the college staff. • Funds spent on books & journals, building development & its maintenance, research & seminars need to be enhanced
2.7 INNOVATIVE PRACTICES:	
2.7.1 Internal Quality Assurance System	<ul style="list-style-type: none"> • IQAC is in place • Initiatives taken to promote best practices and internalize them
2.7.2 Inclusive Practices	<ul style="list-style-type: none"> • Steps are taken to facilitate inclusion and academic performance of students from socially disadvantaged groups • Institution is sensitive to gender and differently abled students • The college needs to strengthen the remedial coaching for students coming from rural areas.

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Section III: OVERALL ANALYSIS:	<i>Observations (Please limit to five major ones for each and use telegraphic language) (It is not necessary to denote all the five bullets for each)</i>
3.1 Institutional Strengths	<ul style="list-style-type: none"> • The institution is playing proactive role in promotion of social responsibilities and citizenship roles among students • Semi-urban location of the college is an advantage • Students' evaluation of faculty is in place • Atmosphere and good scope of interdisciplinary teaching-learning • Good reputation established in local community
3.2 Institutional Weaknesses	<ul style="list-style-type: none"> • No freedom for curriculum design and development, being a affiliated college. • Some teaching and non-teaching sanctioned posts are lying vacant. • Emphasis on research and publication output may be scaled up • Limited academic flexibility and University may introduce choice based credit system • Efforts for internal/external resource mobilization may be enhanced • Students welfare services are limited • Minimum housing facilities for teaching, non-teaching staff and hostel facilities for students. • Limited Industry-Institution relationship
3.3 Institutional Opportunities	<ul style="list-style-type: none"> • Scope to offer more add-on and job oriented courses • Great potential for internal/external resource mobilization • Augmentation of placement activities to tap the huge job market • Scope for introducing a few more need- based courses. • Scope for interactive research and teaching • Developing talents/skills among students in sports and performing arts • Establishing College-Industry Partnership Cell.
3.4 Institutional Challenges	<ul style="list-style-type: none"> • Providing higher education access to women and educationally disadvantaged section • Establishing of linkages with other institutions to enhance quality and performance • Promotion of quality education in teaching and research • Promotion of social justice and overall development of the students • Involving and rising of expectations of stakeholders • Fast changing technology and socio-economic needs pose a challenge for designing effective programmes. •


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**SECTION IV: RECOMMENDATIONS FOR QUALITY ENHANCEMENT
OF THE INSTITUTION**

(Please limit to **ten major ones** and use telegraphic language)
(It is not necessary to indicate all the ten bullets)

- The institution may strengthen interdepartmental linkages and linkages with other institutions of repute for quality enhancement and with industry for consultancy services and resource generation
- Teachers may be encouraged to pursue research and submit major/minor research projects/proposals with inter-disciplinary orientation
- Strengthen formal feedback from students for quality improvement and scientific evaluation of teachers for improvement in quality of teaching
- Modernization of laboratories, enhancement of students' support services including Internet facility, and strengthening of day care centre.
- Library may be upgraded with latest books, e-journals etc., and more computer facilities to the students and staff.
- Initiate Academic and Administrative Audit for further improvement of the college.
- Provide employable and marketable courses for educationally disadvantaged students, career counseling and placement cell be institutionalized, and entrepreneurship/skill development programmes be organized.
- ICT be integrated in teaching, learning and administration.
- Job oriented vocational courses in the emerging area may be introduced viz soyabean oil technology, Peanut butter, orange jam/squash industry.
- Institution may tap resources from various funding agencies viz. UGC, DST, DBT, CSIR, ICSSR, Ministry of Environment etc

I agree with the observations of the Peer Team as mentioned in this report.



Johannan
Signature of the Head of the Institution **Principal**

With seal and date 29.9.2012
**G.S. Arts & Commerce
College, Khangaon - 444 303.**

Signatures of the Peer Team Members:

Name and Designation		Signature with date
Prof. P. Prakash Vice-Chancellor, Dr B. R. Ambedkar Open University, Hyderabad-500 033 Andhra Pradesh	Chairperson	<i>Prakash</i> Sept 29, 2012
Prof. M.C.Sharma Professor, Department of Accountancy & Business Statistics, Faculty of Commerce, University of Rajasthan, Jaipur-302004, Rajasthan	Member- Co-ordinator	<i>M Sharma</i> 29/9/2012
Fr. A. Albert Muthumalai Principal, St. Joseph's College (Autonomous), Trichy-620 002 Tamilnadu	Member	<i>A.A</i> 29/9/12
Dr. B. S. Madhukar Deputy Adviser National Assessment and Accreditation Council (NAAC), P.O. Box No. 1075, Nagarbhavi, Bangalore - 560 072	Coordinator- NAAC	